

DIVERSITY, EQUITY & INCLUSION IN THE WORKPLACE

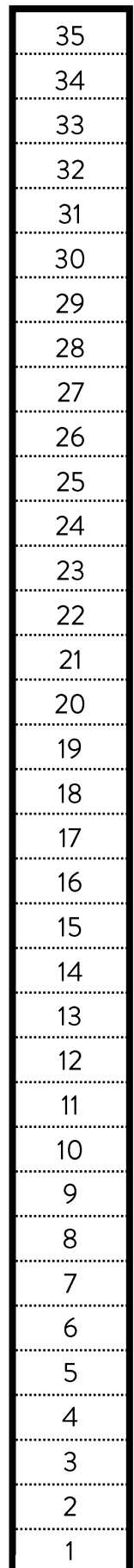
WORKPLACE PRIVILEGE GAUGE

Directions: Place a checkmark next to each privilege with which you identify. Add the number of checkmarks and place the number in the box labeled “Total Number of Privileges”. Then, shade in the box containing that number on the “Privilege Gauge,” as well as all the numbers below it.

- | | |
|--|--|
| <input type="checkbox"/> White | <input type="checkbox"/> High school diploma |
| <input type="checkbox"/> Male | <input type="checkbox"/> College degree |
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Advanced degree |
| <input type="checkbox"/> Sis-gendered | <input type="checkbox"/> Professional certification |
| <input type="checkbox"/> Openly partnered | <input type="checkbox"/> Union membership |
| <input type="checkbox"/> Under 45 | <input type="checkbox"/> Professional organization |
| <input type="checkbox"/> Christian | <input type="checkbox"/> Social connections to work |
| <input type="checkbox"/> Typical size | <input type="checkbox"/> Own transportation |
| <input type="checkbox"/> Look like leadership | <input type="checkbox"/> Tele-work capable |
| <input type="checkbox"/> Health insurance | <input type="checkbox"/> Majority accent |
| <input type="checkbox"/> Legal stability | <input type="checkbox"/> Born in U.S. |
| <input type="checkbox"/> Housing stability | <input type="checkbox"/> English first language |
| <input type="checkbox"/> Economic stability | <input type="checkbox"/> Non-harassed |
| <input type="checkbox"/> Debt free | <input type="checkbox"/> Not a caregiver |
| <input type="checkbox"/> Savings | <input type="checkbox"/> Spare time |
| <input type="checkbox"/> Retirement funds | <input type="checkbox"/> Able to work longer hours |
| <input type="checkbox"/> Non-disabled | <input type="checkbox"/> Rarely ignored or interrupted in meetings |
| <input type="checkbox"/> Never considered “diversity hire” | |

Note: This privilege gauge is intended to increase awareness, acknowledgement of, and use of privilege to enhance DEI in the workplace. It is neither “official” nor exhaustive, and staff are encouraged to add to and discuss the relative impact of privileges at your organization. Because some privileges may have more impact than others, the number represents a “count” rather than a “score” that can be compared or interpreted.

Total Number of Privileges



PRIVILEGE GAUGE